

ANNUAL CENSUS Of EMPLOYEES IN THE STATE CIVIL SERVICE



**2001 - 2002
Fiscal Year**



**Prepared for the
Governor and the
Legislature**

**By the
State Personnel Board**

November 2002

**ANNUAL CENSUS
of
EMPLOYEES
in the
STATE CIVIL SERVICE

2001-2002 FISCAL YEAR**



STATE PERSONNEL BOARD

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November 2002

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PURPOSE OF REPORT

The State Personnel Board (SPB) has prepared this report in compliance with California Government Code Sections 19237, 19405, 19705, 19792.5(b), and 19793 to inform the Governor and the Legislature about the state civil service workforce.

The tables on the following pages provide data on overall statewide racial/ethnic, gender, and disability representation for all full time, part time, and intermittent civil service employees from June 1996 through June 2002; statewide composition among the major occupational group categories used in the state civil service; appointment and promotional rates over the past fiscal year; information regarding the salary distribution of employees by gender and ethnic group, and employment goals for persons with disabilities and upward mobility. The source of all data is the State Controller's employment history data base.

This report may be viewed or printed from the Internet at: <http://www.spb.ca.gov> . Those persons without access to the Internet may contact the SPB to request copies at (916) 653-1579.

SUMMARY

Between June 30, 2001, and June 30, 2002, the state civil service workforce increased by 2,009 employees (0.9%), from 217,066 to 219,075. This was the smallest gain in the number of state employees in many years. This was primarily due to the state's hiring freeze. During this period, representation of Whites decreased by 0.8%, from 54.4% to 53.6%, and the representation of men decreased by 0.2%, from 52.6% to 52.4%. The largest gain in representation was for persons with disabilities, increasing by 0.6%, from 7.0% to 7.6%. This, in part, was due to a number of state departments resurveying their employees to update information on disability status. Additionally, the state now uses the broader definition of disability from the California Fair Employment and Housing Act, rather than the more limited definition in the federal Americans with Disabilities Act.

Hispanics and Asians gained 0.3% in representation, increasing from 19.0% to 19.3% and 7.2% to 7.5%, respectively. Filipinos and Women gained 0.2% in representation, increasing from 5.1% to 5.3% and from 47.4% to 47.6%, respectively. African Americans and Pacific Islanders gained 0.1%, increasing from 11.1% to 11.2% and 0.4% to 0.5%, respectively. There was no change in the representation of American Indians, which remained at 0.3%.

In past years, the SPB has reported on affirmative action progress in the state civil service. This included information, by state department, on the number of employment goals for race/ethnic and gender groups and the extent of underutilization of employees in these groups. In September 2001, the California Court of Appeal ruled that the establishment of employment goals for race/ethnic and gender groups was a violation of the California Constitution, as amended by Proposition 209. Accordingly, the annual workforce analysis to identify the underutilization of racial/ethnic and gender groups in

the state civil service workforce for goal-setting purpose was suspended, and no data are included in this report.

The Court of Appeal's decision did not affect affirmative action for persons with disabilities, or upward mobility employment goals. Information on employment goals and the underutilization of persons with disabilities in state departments are included on Pages 8-10 of the report.

During the 2001-02 fiscal year, there were 62,954 state employees in the traditionally low-paying occupations that qualified for the state upward mobility program.* Of these, 2,654 (4.2%) advanced during the year to entry professional, technical, or administrative positions, thereby achieving the objective of the upward mobility statutes. This was a decline from the 2000-01 fiscal year, when 4,320, out of 63,592 eligible employees (6.8%) achieved their upward mobility objectives.

At the conclusion of the report, there is a list of the major occupational groups used for statistical reporting and a description of the government code statutes that discriminate or have the effect of discriminating.

* As defined in State Personnel Board Regulation 547.82 (f), "Low-Paying Occupations" mean the following groups of classifications identified in the California Civil Service Pay Scales (Pay Scales), 50th Edition, as published by the California Department of Personnel Administration: Horticulture; Office and Allied Services; Custodian and Domestic Services; Mechanical and Construction Trades; and bridging and career development classifications in other occupational areas.

OVERALL REPRESENTATION

The following provides data on statewide representation for all employees in the state civil service. Changes in representation from June 30, 1996, to June 30, 2001, are displayed for all groups in the following table:

STATE WORKFORCE REPRESENTATION
June 30, 1996, to June 30, 2002

Group	Prior to Prop. 209 6/30/96	After Prop. 209 – Last Five Years					% Change 6/96-6/02
		6/30/98	6/30/99	6/30/00	6/30/01	6/30/02	
White	58.0%	56.7%	55.9%	55.1%	54.4%	53.6%	-4.4%
African American	11.5%	11.6%	11.4%	11.3%	11.1%	11.2%	-0.3%
Hispanic	17.4%	18.2%	18.3%	18.7%	19.0%	19.3%	1.9%
Asian	6.1%	6.3%	6.7%	7.0%	7.2%	7.5%	1.4%
Filipino	4.2%	4.3%	4.5%	4.8%	5.1%	5.3%	1.1%
American Indian	0.3%	0.3%	0.3%	0.3%	0.3%	0.3%	0.0%
Pacific Islander	0.4%	0.4%	0.4%	0.4%	0.4%	0.5%	0.1%
Other	2.2%	2.3%	2.4%	2.4%	2.4%	2.4%	0.2%
Men	52.6%	52.4%	52.7%	52.6%	52.6%	52.4%	-0.2%
Women	47.4%	47.6%	47.3%	47.4%	47.4%	47.6%	0.2%
Disabled	7.3%	7.7%	7.6%	7.4%	7.0%	7.6%	0.3%
Total Employees	193,404	193,152	200,625	208,433	217,066	219,075	

Racial, Gender, and Disability Representation in State Departments With 50 or More Employees

As of June 30, 2002

87 Departments (50 or More Employees)	Total Employee s	% White	% Afr. Amer.	% Hispanic	% Asian	% Filipino	% Amer. Ind.	% Pac. Isl.	% Other	% Male	% Female	% Disabled
Aging	153	69.9	7.8	9.2	8.5	1.3	0.0	0.7	2.6	29.4	70.6	17.6
Agricultural Associations	670	64.3	3.0	20.4	0.6	1.2	0.1	0.0	10.3	55.5	44.5	7.6
Air Resources Board	1,238	56.8	6.0	12.7	18.9	2.6	0.2	0.3	2.5	62.1	37.9	7.9
Alcohol & Drug Progs	314	57.6	13.7	14.3	8.0	3.2	0.3	1.3	1.6	30.9	69.1	12.1
Alcohol Bev Control	426	55.9	9.2	22.5	7.5	3.5	0.2	0.0	1.2	43.9	56.1	6.8
Boating & Waterways	88	56.8	8.0	18.2	3.4	5.7	0.0	0.0	8.0	55.7	44.3	10.2
Child Support Services	197	59.4	9.6	18.3	7.1	2.0	1.5	1.0	1.0	23.9	76.1	14.2
Coastal Commission	173	71.1	5.8	8.1	6.4	6.9	0.0	1.2	0.6	39.3	60.7	3.5
Coastal Conservancy	66	68.2	9.1	10.6	10.6	1.5	0.0	0.0	0.0	31.8	68.2	4.5
Community Svs & Dev	95	41.1	14.7	23.2	10.5	5.3	1.1	1.1	3.2	30.5	69.5	23.2
Community Colleges	202	57.4	11.4	14.4	12.9	1.5	0.0	0.5	2.0	35.1	64.9	18.8
State Comp Ins Fund	8,174	42.0	10.2	19.9	10.3	14.6	0.1	0.5	2.4	30.0	70.0	9.1
Conservation	631	70.2	4.9	11.7	7.8	2.4	0.3	0.3	2.4	54.8	45.2	10.0
Conservation Corps	490	47.3	9.6	15.3	1.6	1.4	0.6	0.2	23.9	52.7	47.3	12.9
Consumer Affairs	4,738	62.9	10.1	15.4	5.5	3.3	0.1	0.4	2.3	35.9	64.1	14.3
State Controller, Office of	1,105	52.8	10.7	15.6	13.2	4.7	0.4	0.5	2.2	37.8	62.2	11.4
Corporations	245	44.1	13.1	13.5	14.7	11.8	0.4	0.8	1.6	39.6	60.4	15.1
Corrections, Board of	64	73.4	3.1	10.9	6.3	0.0	1.6	1.6	3.1	32.8	67.2	21.9
Corrections	45,951	52.7	13.2	25.6	2.3	2.8	0.3	0.5	2.5	67.0	33.0	3.5
Ofc Crim Justice Plan	139	56.1	16.5	14.4	7.2	1.4	0.0	0.0	4.3	23.7	76.3	12.9
Develop. Disabilities, Bd.	82	74.4	8.5	8.5	1.2	4.9	0.0	0.0	2.4	20.7	79.3	7.3
Developmental Services	9,767	44.0	10.9	18.1	7.3	17.0	0.2	0.4	2.2	35.2	64.8	5.7
Education	2,135	60.6	10.6	15.4	7.8	2.9	0.3	0.6	1.9	32.6	67.4	14.8
Ofc Emergency Services	507	75.0	8.5	10.7	2.0	1.0	0.2	0.8	2.0	49.1	50.9	7.9
Employment Dev Dept	9,760	40.9	15.7	26.1	10.1	4.5	0.3	0.4	1.8	32.9	67.1	13.8

Racial, Gender, and Disability Representation in State Departments With 50 or More Employees
As of June 30, 2002

87 Departments (50 or More Employees)	Total Employee s	% White	% Afr. Amer.	% Hispanic	% Asian	% Filipino	% Amer. Ind.	% Pac. Isl.	% Other	% Male	% Female	% Disabled
Energy Resources												
Conserv.	497	70.6	6.0	7.8	9.1	1.8	0.2	0.2	4.2	56.9	43.1	15.3
Env Hlth Hazard Asmt	140	65.7	7.9	8.6	11.4	5.0	0.0	0.0	1.4	42.1	57.9	7.9
Equalization	3,832	50.3	9.2	18.8	13.5	5.1	0.2	0.5	2.3	41.1	58.9	8.0
Expo & State Fair	653	62.3	17.2	11.9	2.6	1.7	0.2	0.8	3.4	64.8	35.2	2.6
Fair Employ & Housing	264	24.2	31.8	31.4	4.9	5.3	0	1.1	1.1	25.4	74.6	11.7
Fair Polit Practice Comm	69	78.3	4.3	11.6	5.8	0	0	0	0	40.6	59.4	21.7
Finance	396	65.4	7.3	8.8	11.9	3.3	0	0.5	2.8	43.9	56.1	12.9
Financial Institutions	197	43.1	12.7	10.2	19.8	12.2	0	0.5	1.5	51.3	48.7	5.1
Fish & Game	3,089	78.7	2.2	9.7	4.3	1.4	0.6	0.3	2.8	60.2	39.8	5.3
Food & Agriculture	2,327	57	303	24.5	8.8	2.6	0.3	0.8	2.8	57.5	42.5	7.5
Forestry & Fire Protection	5,921	75.4	2.6	14.2	2.0	0.9	0.5	0.3	4.0	82.1	17.9	4.1
Franchise Tax Board	7,005	47.3	14.2	19.4	11.5	4.3	0.2	0.6	2.4	33.0	67.0	10.0
General Services	4,200	49.9	14.9	19.0	9.4	4.1	0.2	0.5	1.9	62.9	37.1	6.8
Hlth & Hum Svs Data Ctr	490	61.0	9.0	12.9	13.9	1.4	0.0	1.0	0.8	46.1	53.9	10.6
Health Services	5,786	53.8	11.9	14.8	11.0	5.8	0.2	0.4	2.1	32.5	67.5	11.0
CA Highway Patrol	10,195	68.6	6.1	18.4	3.1	2.1	0.5	0.6	0.7	75.1	24.9	8.0
Horse Racing Board	57	68.4	7.0	15.8	7.0	0.0	0.0	0.0	1.8	57.9	42.1	28.1
Housing & Comm Dev	504	61.9	9.1	18.5	5.4	3.0	0.6	0.4	1.2	38.5	61.5	14.7
Housing Finance Agency	208	56.7	12.5	10.6	16.8	2.4	0.0	0.0	1.0	33.7	66.3	8.7
Industrial Relations	2,533	45.3	10.1	18.8	9.6	13.3	0.1	0.4	2.3	40.9	59.1	7.8
Inspector General	90	65.6	6.7	13.3	11.1	2.2	0.0	0.0	1.1	48.9	51.1	7.8
Insurance	1,252	44.0	13.5	14.5	14.0	11.1	0.1	0.3	2.6	46.5	53.5	4.6
Integ Waste Mgmt Board	439	70.8	5.9	10.7	7.3	1.6	0.2	0.7	2.7	40.1	59.9	10.5
Justice	5,365	57.9	9.4	16.2	9.5	4.5	0.3	0.5	1.7	40.3	59.7	7.0
Leg Counsel Bureau	608	53.9	14.8	15.5	11.3	1.8	0.3	0.8	1.5	51.0	49.0	6.6
Lottery	594	55.2	11.1	19.5	9.6	3.2	0.2	0.0	1.2	50.8	49.2	7.4

Racial, Gender, and Disability Representation in State Departments With 50 or More Employees
As of June 30, 2002

87 Departments (50 or More Employees)	Total Employee s	% White	% Afr. Amer.	% Hispanic	% Asian	% Filipino	% Amer. Ind.	% Pac. Isl.	% Other	% Male	% Female	% Disabled
Managed Health Care	312	56.7	13.8	15.7	7.4	2.9	0.3	1.0	2.2	38.1	61.9	11.5
Managed Risk Med Ins Bd.	65	41.5	10.8	29.2	9.2	3.1	1.5	0.0	4.6	35.4	64.6	6.2
Mental Health	8,397	48.3	15.1	14.6	5.6	14.2	0.2	0.3	1.6	41.5	58.5	7.2
Military	242	73.6	7.0	14.9	1.2	0.4	0.4	0.4	0.4	67.8	32.2	9.9
Motor Vehicles	9,238	35.1	19.4	29.4	7.5	5.2	0.3	0.7	2.4	25.2	74.8	7.7
Parks & Recreation	5,210	78.2	2.6	12.2	2.2	1.2	0.6	0.2	2.9	58.0	42.0	7.2
Peace Officer Stds & Trg	121	76.0	5.0	9.9	4.1	4.1	0.0	0.0	0.8	44.6	55.4	10.7
Personnel Administration	214	59.8	13.1	15.0	7.5	2.8	0.0	0.5	1.4	27.1	72.9	14.5
Personnel Board	213	58.7	14.1	18.3	4.2	1.9	1.4	0.5	0.9	28.2	71.8	14.1
Pesticide Regulation	363	60.9	5.2	11.0	16.0	3.0	0.3	0.6	3.0	49.0	51.0	15.4
Prison Industries Auth	720	64.3	6.9	18.8	3.6	2.2	0.4	0.6	3.2	65.6	34.4	11.8
Prison Terms, Board of	202	54.5	15.3	19.3	6.9	2.5	0.0	0.5	1.0	42.6	57.4	5.4
Pub Employ Retire Sys	1,494	57.4	9.0	15.6	12.7	2.8	0.1	0.7	1.7	30.9	69.1	6.0
Pub Utilities Commission	875	49.0	10.5	8.8	17.9	11.1	0.0	0.2	2.4	52.8	47.2	7.8
Public Defender	98	67.3	11.2	13.3	3.1	2.0	1.0	0.0	2.0	39.8	60.2	10.2
Real Estate	315	54.0	13.0	14.0	8.3	7.3	0.3	1.3	1.9	34.9	65.1	18.1
Rehabilitation	2,100	51.9	12.8	20.2	7.2	5.0	0.2	0.1	2.6	29.7	70.3	15.3
CA Science Center	142	21.8	47.9	23.9	1.4	2.8	0.0	0.7	1.4	69.7	30.3	8.5
Secretary of State	446	54.3	11.9	13.7	9.9	5.2	0.2	0.9	4.0	26.2	73.8	7.8
Social Services	4,334	47.8	17.1	17.2	8.9	6.7	0.1	0.3	1.8	28.9	71.1	10.6
State Audits, Bureau of	116	71.6	5.2	9.5	10.3	2.6	0.0	0.0	0.9	50.9	49.1	7.8
State Lands Comm	219	75.3	3.2	8.7	8.2	2.7	0.0	1.4	0.5	66.2	33.8	10.0
State Library	222	68.9	9.0	11.3	7.2	0.9	0.0	0.5	2.3	30.6	69.4	16.7
Student Aid Commission	217	58.1	10.6	18.4	7.4	2.3	0.0	0.5	2.8	29.5	70.5	21.2
Ofc Stwd Hlth Plan & Dev	403	60.3	7.9	11.2	15.1	1.7	0.7	0.5	2.5	48.9	51.1	6.9
Teachers' Retire System	508	55.7	15.0	15.0	8.1	2.4	0.2	0.8	3.0	27.4	72.6	12.4

Racial, Gender, and Disability Representation in State Departments With 50 or More Employees
As of June 30, 2002

87 Departments (50 or More Employees)	Total Employee s	% White	% Afr. Amer	% Hispanic	% Asian	% Filipino	% Amer. Ind.	% Pac. Isl.	% Other	% Male	% Female	% Disabled
Teacher Credentialing	205	56.1	11.2	17.1	8.3	4.4	0.5	0.5	2.0	24.4	75.6	9.3
Teale Data Ctr., Stephen P.	371	56.6	7.0	12.9	14.3	5.4	0.0	0.3	3.5	51.2	48.8	11.6
Tech, Trade & Commerce	229	59.0	10.9	14.0	10.5	2.2	0.4	0.4	2.6	39.7	60.3	6.6
Toxic Substance Control	1,013	54.4	8.6	11.8	15.2	6.2	0.4	0.2	3.2	51.6	48.4	11.5
Transportation	23,405	53.1	7.8	15.1	15.2	4.6	0.5	0.4	3.2	73.9	26.1	8.0
Treasurer's Office	227	62.6	5.7	10.1	15.4	4.4	0.0	0.4	1.3	42.3	57.7	16.7
Unemploy Ins Appeals Bd	615	52.8	10.4	23.4	4.9	6.2	0.5	0.8	1.0	29.6	70.4	11.4
Veterans Affairs	1,705	45.7	11.5	18.3	2.8	19.2	0.1	0.4	2.1	32.4	67.6	8.1
Victims Comp & Gov Cls. Bd	323	53.9	15.2	19.2	5.6	2.5	0.3	0.6	2.8	19.5	80.5	17.0
Water Res Control Board	1,608	69.7	4.7	8.3	10.6	2.9	0.4	0.2	3.2	52.7	47.3	6.8
Water Resources	2,937	64.5	5.6	14.4	8.7	2.3	0.2	0.5	3.7	65.2	34.8	8.3
Youth Authority	4,863	45.7	19.4	24.4	3.8	3.7	0.2	0.4	2.4	61.1	38.9	5.5
Totals	219,075	53.6	11.2	19.3	7.5	5.3	0.3	0.5	2.4	52.4	47.6	7.6

**Statewide Ethnic, Gender, and Disability Composition of All Civil Service Employees
By Occupational Group as of June 30, 2002**

Occupational Group	Total No.											Disabl ed %
		White %	Afr. Amer. %	Hispan ic %	Asian %	Filipin o %	Amer. Indian %	Pacific Islande r %	Other %	Males %	Female %	
Agriculture & Conservation	14,578	73.3	2.7	14.3	3.6	1.2	0.4	0.3	4.1	72.2	27.8	4.9
Office & Allied Services	38,462	43.7	16.0	23.6	6.2	7.4	0.3	0.6	2.2	16.6	83.4	11.0
Custodial & Domestic Services	5,127	32.3	22.1	24.7	4.9	13.0	0.3	0.5	2.3	56.1	43.9	7.4
Education & Library	3,222	72.2	8.8	12.1	3.4	1.0	0.3	0.2	2.0	59.2	40.8	8.2
Engineering & Allied Services	15,598	53.5	3.9	10.2	23.0	4.7	0.2	0.3	4.3	82.1	17.9	6.6
Fiscal, Mgmt & Staff Services	43,555	55.5	9.6	15.4	11.7	4.7	0.3	0.5	2.2	36.9	63.1	9.5
Legal	3,400	77.1	5.0	7.9	6.4	1.3	0.1	0.2	2.0	56.3	43.7	6.8
Mech. & Construction Trades	15,536	63.6	7.5	21.1	2.2	2.4	0.6	0.4	2.2	88.6	11.4	7.9
Medicine & Allied Services	16,682	45.8	12.2	13.6	8.1	17.6	0.1	0.4	2.1	36.2	63.8	6.2
Emergency Disaster Program	227	84.1	2.6	7.5	2.2	0.4	0.4	0.9	1.8	71.8	28.2	6.6
Regulatory & Public Safety	14,080	65.1	7.5	19.1	3.9	2.3	0.5	0.4	1.2	75.2	24.8	6.5
Social Security & Rehabilitation	46,635	48.2	15.2	26.9	3.7	2.9	0.3	0.5	2.4	65.2	34.8	5.1
Broad Band Classifications	681	60.5	10.3	11.3	13.1	1.8	0.3	0.4	2.3	62.6	37.4	6.3
C.E.A. Classifications	1,292	74.1	7.2	9.3	6.6	0.6	0.4	0.2	1.5	63.7	36.3	8.1
Total	219,075	53.6	11.2	19.3	7.5	5.3	0.3	0.5	2.4	52.4	47.6	7.6

**Annual Salary Distribution of All Civil Service Employees by Gender and Racial/Ethnic Group within Salary Increment
As of June 30, 2001, and June 30, 2002**

SALARY	JUNE 30	Total Count	% Male	% Female	% White	% Afr. Amer.	% Hispanic	% Asian	% Filipino	% American Indian	% Pacific Island	% Other	% Disabled
\$10,001-	2001	5,551	40.4	59.6	48.0	14.0	22.9	6.9	3.8	0.2	0.6	3.6	5.5
\$20,000	2002	5,031	39.8	60.2	44.1	15.7	23.4	7.8	4.7	0.2	0.7	3.4	7.4
\$20,001-	2001	30,073	35.6	64.4	44.8	13.7	23.0	5.6	8.9	0.2	0.6	3.0	6.5
\$30,000	2002	27,432	38.6	61.4	43.6	13.7	23.1	5.9	9.7	0.2	0.7	3.0	6.8
\$30,001-	2001	49,121	37.8	62.2	48.1	13.5	23.0	6.1	6.0	0.4	0.5	2.3	8.3
\$40,000	2002	50,896	36.0	64.0	46.9	13.6	23.7	6.1	6.5	0.4	0.5	2.3	9.0
\$40,001-	2001	37,497	52.1	47.9	54.9	10.2	19.7	7.0	5.1	0.4	0.4	2.2	7.3
\$50,000	2002	37,453	51.5	48.5	53.8	10.5	20.6	7.0	5.1	0.4	0.4	2.3	8.0
\$50,001-	2001	52,406	64.3	35.7	58.3	10.1	17.6	6.8	4.2	0.3	0.4	2.3	6.2
\$60,000	2002	53,978	63.6	36.4	57.3	10.1	18.0	7.2	4.4	0.3	0.4	2.3	6.6
\$60,001-	2001	25,589	68.3	31.7	61.0	9.3	13.4	10.6	2.6	0.3	0.3	2.6	7.0
\$70,000	2002	26,360	67.4	32.6	60.3	9.2	13.7	11.0	2.7	0.2	0.3	2.6	7.5
\$70,001-	2001	9,461	70.4	29.6	66.9	7.2	10.8	10.9	1.7	0.2	0.2	2.2	6.9
\$80,000	2002	10,285	68.9	31.1	66.4	7.2	10.8	11.3	1.7	0.2	0.2	2.1	7.6
\$80,001-	2001	2,848	71.2	28.8	71.8	7.5	10.0	7.4	0.6	0.4	0.2	2.0	6.9
\$90,000	2002	2,967	70.8	29.2	71.4	7.1	10.1	7.5	0.9	0.4	0.2	2.5	7.5
\$90,001-	2001	1,803	64.9	35.1	77.3	6.1	8.3	5.0	1.5	0.1	0.3	1.4	8.2
\$100,000	2002	1,878	63.1	36.9	76.4	6.2	8.8	5.5	1.3	0.1	0.3	1.5	8.8
\$100,000+	2001	2,717	74.6	25.4	68.4	5.3	5.6	14.1	4.2	0.0	0.0	2.3	5.9
	2002	2,775	73.9	26.1	67.8	5.5	5.6	14.3	4.3	0.1	0.1	2.3	6.6
TOTAL	2001	217,066	52.6	47.4	54.4	11.1	19.0	7.2	5.1	0.3	0.4	2.4	7.0
TOTAL	2002	219,075	52.4	47.6	53.6	11.2	19.3	7.5	5.3	0.3	0.5	2.4	7.6

**Appointment and Promotional Rates For All Civil Service Employees
July 1, 2001, Through June 30, 2002**

	New Hires, Rehires & Transfers^{1/}		New Hires, & Rehires^{2/}		Promotions	
	Employees	%	Employees	%	Employees	%
White	14,275	51.3	12,938	51.8	6,375	57.3
African American	3,033	10.9	2,643	10.6	1,114	10.0
Hispanic	5,548	19.9	5,017	20.1	2,039	18.3
Asian	2,099	7.5	1,836	7.4	860	7.7
American Indian	60	0.2	47	0.2	43	0.4
Filipino	1,658	6.0	1,440	5.8	426	3.8
Pacific Islander	176	0.6	155	0.6	48	0.4
Other Minorities	964	3.5	884	3.5	227	2.0
Women	13,377	48.1	11,420	45.8	5,674	51.0
Women In Non-Clerical Occupations	8,501	30.6	7,281	29.2	4,157	37.3
Disabled	1,486	5.3	1,253	5.0	774	7.0

1/ Depicts the number and percentage of new hires, rehires, and transfers. These percentages show the combined appointment rates for individuals who were hired from outside the state civil service and those who transferred within the state workforce.

2/ Depicts the number and percentages of new hires and rehires only, showing the appointment rates for individuals who were hired from outside the state civil service.

2001-2002 EMPLOYMENT GOALS FOR PERSONS WITH DISABILITIES*

Department	Rep 3/31/01	Deficiency	Goal	Rep 3/31/00	Deficiency	Goal
Aging	12.4%	No goal required		12.7%	No goal required	
Air Resources Board	8.5%	29	6	9.1%	No goal required	
Alcohol & Drug Progs	14.1%	No goal required		16.6%	No goal required	
Alcohol Bev Control	6.2% Adj.	10	2	7.1% Adj.	8	2
Board of Corrections	8.2%	2	2	10.5%	No goal required	
Boating & Waterways	12.8%	No goal required		12.8%	No goal required	
Calif. Science Center	2.1%	13	2	2.3%	12	3
Child Support Services	10.1%	No goal required		8.2%	3	5
Coastal Commission	2.9%	15	1	5.3%	9	1
Coastal Conservancy	4.8%	4	1	5.5%	3	1
Community Svs & Dev	13.7%	No goal required		11.8%	No goal required	
Community Colleges	16.4%	No goal required		16.4%	No goal required	
State Comp Insur Fund	10.5%	No goal required		10.8%	No goal required	
Conservation	10.8%	No goal required		11.7%	No goal required	
Conservation Corps	9.0%	12	2	9.2%	No goal required	
Consumer Affairs	7.4%	182	25	7.6%	157	25
Controller's Office	11.0%	No goal required		11.2%	No goal required	
Corporations	7.8%	9	3	7.2%	21	3
Corrections	6.6% Adj.	773	110	7.1% Adj.	652	109
Off Crim Justice Plan	5.4%	9	3	7.3%	5	3
Developmental Services	6.1%	517	18	6.8%	411	41
Education	14.6%	No goal required		14.9%	No goal required	
Off Emergency Services	9.3%	No goal required		10.2%	No goal required	
Employment Dev Dept	10.9%	No goal required		11.1%	No goal required	
Energy Commission	6.7%	22	3	7.6%	17	3
Env Hlth Hazard Asmt	9.1%	No goal required		6.3%	6	1
Equalization	8.3%	120	21	9.1%	No goal required	
Expo & State Fair	2.5%	56	3	2.1%	40	9
Fair Employ & Housing	11.6%	No goal required		13.5%	No goal required	
Fair Polit Practice Comm	2.9%	6	1	4.1%	5	1
Finance	8.4%	11	2	6.9%	16	2
Financial Institutions	4.7%	13	2	5.4%	10	2
Fish and Game	5.6% Adj.	151	16	5.9% Adj.	133	14
Food and Agriculture	5.7%	111	11	6.3%	97	10
Forestry	9.2% Adj.	No goal required		6.3% Adj.	55	6
Franchise Tax Board	8.5%	198	20	5.9%	384	42
General Services	7.4%	167	16	7.8%	145	15

2001-2002 EMPLOYMENT GOALS FOR PERSONS WITH DISABILITIES*

Department	Rep 3/31/99	Deficiency	Goal	Rep 3/31/98	Deficiency	Goal
H & W Data Center	6.5%	24	3	8.7%	10	5
Health Services	9.3% Adj.	No goal required		10.4% Adj.	No goal required	
CA Highway Patrol	9.3% Adj.	No goal required		9.4% Adj.	No goal required	
Horse Racing Board	13.7%	No goal required		12.7%	No goal required	
Housing & Comm Dev	12.9%	No goal required		13.1%	No goal required	
Housing Finance Agency	11.3%	No goal required		4.2%	12	1
Industrial Relations	6.2%	132	14	6.8%	117	14
Inspector General	8.2%	2	1	New Department		
Insurance	5.2%	60	6	5.6%	52	6
Integ Waste Mgmt Board	9.0%	10	2	9.5%	No goal required	
Justice	8.3% Adj.	139	36	8.9% Adj.	105	10
Leg Counsel Bureau	7.4%	23	5	6.9%	26	4
Lottery	7.4%	24	3	8.3%	19	3
Managed Health Care	6.0%	18	3	New Department		
Mental Health	9.4% Adj.	No goal required		9.5% Adj.	No goal required	
Military	11.1%	No goal required		12.5%	No goal required	
Motor Vehicles	8.2%	289	29	8.8%	236	24
Parks and Recreation	6.6% Adj.	210	21	6.5% Adj.	191	19
Peace Officer Stds & Trg	7.6%	5	1	10.6%	No goal required	
Personnel Administration	10.4%	No goal required		9.7%	No goal required	
Personnel Board	14.5%	No goal required		9.1%	No goal required	
Pesticide Regulation	8.3%	11	2	8.3%	11	2
Prison Industries Auth	8.8% Adj.	8	3	8.1% Adj.	8	3
Prison Terms	6.0%	9	4	8.8%	4	3
Pub Employ Retire Syst	6.8%	64	4	7.0%	58	4
Pub Utilities Commission	7.3%	34	3	6.7%	37	8
Public Defender	3.8%	8	1	4.4%	8	1
Real Estate	8.1%	11	1	7.8%	11	1
Rehabilitation	14.2%	No goal required		13.9%	No goal required	
Secretary of State	8.8%	11	2	9.4%	No goal required	
Social Services	11.0%	No goal required		11.9%	No goal required	
State Audit Bureau	3.3%	10	1	4.3%	8	1
State Lands Comm	8.6%	6	1	8.7%	5	1
State Library	9.2%	No goal required		10.9%	No goal required	
Student Aid Commission	13.3%	No goal required		12.1%	No goal required	
Off Stwd Hlth Plan & Dev	6.5%	20	3	7.2%	18	4

2000-2001 EMPLOYMENT GOALS FOR PERSONS WITH DISABILITIES*

Department	Rep 3/31/99	Deficiency	Goal	Rep 3/31/98	Deficiency	Goal
Teachers' Retire System	10.5%	No goal required		11.8%	No goal required	
Teacher Credentialing	8.6%	5	1	7.3%	7	1
Teal Data Center	8.7%	10	2	10.2%	No goal required	
Toxic Substance Control	8.5%	28	5	9.4%	No goal required	
Tech, Trade & Commerce	8.9%	7	3	8.6%	7	3
Transportation	8.4%	706	140	9.5%	No goal required	
Treasurer's Office	6.7%	11	3	7.9%	8	3
Unemploy Ins Appeals Bd	7.8%	21	3	8.0%	18	2
Veterans Affairs	7.8%	64	8	8.4%	47	5
Victim's Comp & Gov Cl Bd	12.6%	No goal required		10.1%	No goal required	
Water Res Control Board	7.2%	65	9	7.9%	49	6
Water Resources	8.7%	79	8	9.5%	No goal required	
Youth Authority	8.5% Adj.	74	8	8.5% Adj.	76	8

No Goal Required: 30 Departments

Goal Required: 56

Goal Approved: 56

37 Departments

47

47

*Goal required if departmental representation of persons with disabilities is less than 9.1%, which represents 80% of California labor force representation of 11.4%.

Adj. Law enforcement classifications removed.

UPWARD MOBILITY APPOINTMENTS

JULY 1, 2001, TO JUNE 30, 2002

Low Paying Occupational Group		White	Afr. Amer.	Hispanic	Asian	Filipino	Amer. Indian	Pacific Islander	Other	Men	Women	Total	Disabled
Horticulture [BL00-BM99]	Eligible Employees	74	38	135	6	5	2	1	13	419	55	474	23
	Up Mob Appointm'ts	62	0	7	0	0	0	0	0	13	0	13	1
	%	2.2	0.0	5.2	0.0	0.0	0.0	0.0	0.0	3.1	0.0	2.7	4.4
Office & Allied [CA00-CZ99]	Eligible Employees	8,003	6,506	9,500	2,472	2,926	120	254	872	6,811	33,842	40,653	4,165
	Up Mob Appointm'ts	816	255	432	120	126	4	12	41	288	1,518	1,806	163
	%	4.5	3.9	4.6	4.9	4.3	3.3	4.7	4.7	4.2	4.5	4.4	3.9
Custodial & Domestic [DA00-DZ99]	Eligible Employees	1,705	1,163	1,298	255	680	13	25	124	2,942	2,321	5,263	353
	Up Mob Appointm'ts	23	7	20	0	3	0	0	3	29	27	56	2
	%	1.4	0.6	1.5	0.0	0.4	0.0	0.0	2.4	1.0	1.2	1.1	0.6
Mechanical & Construction Trades [PA00-RZ99]	Eligible Employees	0,127	1,184	3,309	346	382	97	58	355	14,052	1,806	15,858	1113
	Up Mob Appointm'ts	493	62	149	15	8	4	4	10	664	81	745	41
	%	4.9	5.2	4.5	4.3	2.1	4.1	6.9	2.8	4.7	4.5	4.7	3.7
Career Development & Bridging Classes [Various]	Eligible Employees	341	92	147	48	55	4	6	13	104	602	706	90
	Up Mob Appointm'ts	22	2	5	3	2	0	0	0	6	28	34	5
	%	6.5	2.2	3.4	6.3	3.6	0.0	0.0	0.0	5.8	4.7	4.8	5.6
Total:													
	Eligible Employees	30,450	8,983	14,389	3,127	4,048	236	344	1,377	24,328	38,626	62,954	5,744
	Up Mob Appointm'ts	1,360	326	613	138	139	8	16	54	1,000	1,654	2,654	212
	%	4.5%	3.6%	4.3%	4.4%	3.4%	3.4%	4.7%	3.9%	4.1%	4.3%	4.2%	3.7%

* Appointment of an employee from a class in a low paying occupational group to an entry technical, professional, or administrative classification.

LAWS WHICH DISCRIMINATE OR HAVE THE EFFECT OF DISCRIMINATING

Government Code Section 19793 requires the SPB to report on laws that tend to have a discriminatory impact on employment opportunities in the state civil service. California State Employees Association, Memo of Understanding, Article 15 of Bargaining Units 1, 4, and 11 is discriminatory. It provides for a “post and promote” process for filling up to 50% of vacant positions of specified classes on the basis of years of service with the state. Filling positions based on seniority is inconsistent with the state civil service merit system because selection is based on non-job related criteria. The SPB filed a lawsuit in Sacramento Superior Court to prevent the process from being implemented. On July 12, 2002, the court ruled that the “post and promote” provisions of the Memorandum of Understanding violate the merit principle embodied in Article VII of the California Constitution, and issued a writ to prohibit implementation of those provisions. The California State Employees Association and the Department of Personnel Administration have filed an appeal of this decision.

14 MAJOR JOB CATEGORIES and CLASSIFICATION EXAMPLES

AGRICULTURE AND CONSERVATION:

Agriculture Administration, Standardization and Inspection, Compliance, Dairy Industry, Agriculture Economics, Animal Industry, Plant Industry, Environmental Specialists, Food Production, Horticulture, Fish and Game, Parks and Recreation, Forest Protection

Agricultural Inspector, Veterinary Medical Officer, Dairy Foods Specialist, Plant Quarantine Inspector, Environmental Research Scientist, Waste Management Specialist, Groundskeeper, Fish Culturalist, Fish & Wildlife Assistant, State Park Ranger, Lifeguard, Forester, Fire Apparatus Engineer, Fire Fighter

OFFICE AND ALLIED SERVICES:

General Office Services, Typing, Stenography and Secretarial, Payroll, Personnel-Clerical, Machine Operations, Storekeeping, Communications, Fiscal-Clerical, Miscellaneous Office Services and Allied

Office Services Manager/Supervisor, Office Technician Typing/General, Office Assistant Typing/General, Tax Program Assistant, Seasonal Clerk, Word Processing Technician, Hearing Reporter, Secretary, Examination Proctor, Key Data Operator, Account Clerk, Health Record Technician, Motor Vehicle Field Representative

CUSTODIAN AND DOMESTIC SERVICES:

Custodial and Protective, Personal Services, Laundry Services, Food Services

Security Guard, Janitor, Seamer, Laundry Worker, Public Health Nutrition Consultant, Clinical Dietitian, Supervising Cook, Food Service Worker

EDUCATION AND LIBRARY:

Teaching, Education and Administration, Arts, Library

Teacher, Vocational Instructor, Education Program Consultant, Special Education Consultant, Institution Artist/Facilitator, Librarian

ENGINEERING AND ALLIED SERVICES:

Engineering-Technical, Civil Engineering, Valuation and Utilities Engineering, Mechanical and Electrical Engineering, Mining, Petroleum and Geology, Public Health and Safety Engineering, Architecture

Delineator, Graphic Artist, Land Surveyor, Transportation Engineer/Civil, Water Resources Engineer, Structural Engineer, Utilities Engineer, Electrical Engineer, Telecommunication Engineer, Engineering Geologist, Sanitary Engineer, Air Resources Engineer

FISCAL, MANAGEMENT AND STAFF SERVICES:

Financial, General Administrative Services, Institution Administrative Services, Administrative Assistance, Health Administration Business and Office Management, Materials Acquisition Services, Property Appraisal and Acquisition, Personnel, Management and Budget Analysis, Electronic Data Processing, Actuarial, Research and Statistics, Public Relations, Public Information, Exposition, Student Employment

Auditor, Bank Examiner, Business Tax Representative, Accountant, Environmental Planner, Transportation Planner, Staff Services Manager, Staff Services Analyst, Associate Governmental Program Analyst, Legal Analyst, Disability Evaluation Analyst, Business Services Officer, Right of Way Agent, Property Agent, Associate Personnel Analyst, Expert Examiner, Associate Management Auditor, Associate Budget Analyst, Data Processing Manager, System Software Specialist, Information Systems Analyst, Computer Operator, Research Analyst

LEGAL:

General Legal, Attorney General, Legislative, Department Legal Staffs, Hearing Officers and Referees

Legal Counsel, Staff Counsel, Tax Counsel, Deputy Attorney General, Administrative Law Judge, Hearing Officer

MECHANICAL AND CONSTRUCTION TRADES:

General Labor, Water Resources, Road Construction and Maintenance, Mechanical Equipment Operations, Hydroelectric Maintenance and Operation, General Building Trades, Building and Grounds, Miscellaneous Equipment Construction, Marine Trades, Institutional Industries, Printing Trades

Laborer, Painter, Carpenter, Building Maintenance Worker, Caltrans Highway/Landscape Maintenance Worker, Warehouse Worker, Caltrans Equipment Operator, Auto Equipment Operator, Maintenance Mechanic, Stationary Engineer, Park Maintenance Worker, Commercial Vehicle Inspector, Automobile Mechanic

MEDICINE AND ALLIED SERVICES:

Institution and Medicine, Public Health Medicine, Medical Examining, Dentistry, Project Research, Medical Subsidiary, Chemistry, Nursing Service, Special Therapeutic, Health Treatment, Health Education

Psychiatrist, Physician & Surgeon, Medical Consultant, Dentist, Public Health Microbiologist, Pharmacist, Health Facilities Evaluator Nurse, Public Health Chemist, Registered Nurse, Psychiatric Technician, Licensed Vocational Nurse, Hospital Worker, Rehabilitation Therapist

STATE EMERGENCY DISASTER PROGRAM:

Planning, Emergency Law Enforcement, Emergency Fire and Rescue

Emergency Services Coordinator/OES, Disaster Worker Clerical Services, Disaster Worker Specialty Services, Disaster Worker Staff Services

REGULATORY AND PUBLIC SAFETY:

Police and Law Enforcement, Criminal Identification and Investigation, Special Investigator, Field Representation, Inspection

Officer/CHP, Fish & Game Warden, Hospital Peace Officer, State Fair Police Officer, Criminal ID Specialist, Special Agent, Special Investigator, Fraud Investigator, Manager DMV, Motor Vehicle Field Representative

SOCIAL SECURITY AND REHABILITATION:

Employment Security, Insurance, Social Services, Employment Relations, Correctional and Group Supervision (Institution), Parole, Rehabilitation

Employment Program Representative, Workers Compensation Insurance Representative, Licensing Program Analyst, Youth Correctional Counselor, Youth Correctional Officer, Parole Agent, Correctional Officer, Medical Technical Assistant, Vocational Rehabilitation Counselor

BROAD BAND:

Positions classified by levels of job performance and competency necessary to perform the work

Career Supervisor Assignment, Career Manager Assignment, Information Systems Supervisor I, II, III, IV, Information Systems Manager, Information Systems Technology Specialist I, II, III (Ranges A-E), Information Technician I & II (Ranges A-C), Information Technician Specialist I, II, III (Ranges A-C), Administrative Services Specialist (Ranges A-D), HWDC Supervisor I, II, III, IV) HWDC Manager

C.E.A. CLASSIFICATIONS:

High administrative and policy influencing positions

Career Executive Assignment